



Memo

To: Board of Directors
From: Josselyn Quine
Date: May 16, 2025
Subject: Cost of Living Adjustment

In considering the annual Cost of Living Adjustment (COLA), the District has reviewed the change in the Consumer Price Index (CPI), as determined by the U.S. Department of Labor. COLA is intended to adjust the wage schedules for the changes in purchasing power caused by inflation or deflation. The CPI increase for the year ending April 2025 is as follows:

	<u>CPI-U</u>	<u>CPI-W</u>	<u>CPI (Average)</u>
U.S. City Average	2.30%	2.10%	2.20%
Los Angeles-Long Beach-Anaheim	3.00%	3.00%	3.00%
Riverside-San Bernardino-Ontario	2.50%	2.50%	2.50%

Last year, the Board gave the employees a 4.00% Cost of Living Adjustment. The 2024 US City Average CPI was 3.30%, the Los Angeles Average CPI was 3.80% and the Riverside-San Bernardino-Ontario average was 4.20%. We have included both the 2024 Approved Pay Schedule and the 2025 Proposed Pay Schedule.

Recommendation: Approve a **2.5%** COLA and corresponding pay schedule dated May 16, 2025, for all current employees effective May 22, 2025.

Financial Impact: Increases the gross base payroll by approximately **\$41,434.53** per year. The 2025-26 approved budget includes a 6% increase in payroll costs.

Note: The Department of Labor has two Consumer Price Indexes

1. Consumer Price Index for All Urban Consumers (CPI-U)
2. Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)

The two indexes measure the price index for slightly different groups. For comparison purposes, both indexes are included and then averaged.

Providing our community with a reliable water system that delivers high quality water for its health and safety needs.

Crestline Village Water District
 10 Year History of COLA Increases
 05/20/25

YEAR	Average CPI for:			CVWD INCREASE	Difference from:		
	US City	LA-LB-OC	RIV-SB-ONT		US City	LA-LB-OC	RIV-SB-ONT
2015	0.50%	0.25%		0.25%	-0.25%	0.00%	
2016	1.45%	1.80%		1.80%	0.35%	0.00%	
2017	2.15%	2.60%		2.60%	0.45%	0.00%	
2018	2.55%	4.05%		4.00%	1.45%	0.05%	
2019	1.95%	3.45%	2.95%	2.80%	0.85%	0.65%	0.15%
2020	1.50%	2.05%	2.40%	2.30%	0.80%	-0.25%	0.10%
2021	4.90%	4.20%	3.05%	4.20%	-0.70%	0.00%	-1.15%
2022	8.35%	8.00%	9.60%	9.00%	0.65%	-1.00%	0.60%
2023	4.75%	4.50%	4.40%	5.00%	0.25%	-0.50%	-0.60%
2024	3.30%	3.80%	4.20%	4.00%	0.70%	-0.20%	0.20%
2025(proposed)	2.20%	3.00%	2.50%	2.50%	0.30%	0.50%	0.00%
Totals 10 YEAR AVG - not including 2025	3.14%	3.47%	4.43%	3.60%	0.46%	-0.13%	-0.12%
Note: The Average CPI is the average of the CPI-U and CPI-W indexes for each area.							

Crestline Village Water District

Effective June 06, 2024

HOURLY SALARY SCHEDULE

REVISED AND ADOPTED AT THE REGULAR MEETING OF THE BOARD OF DIRECTORS ON JUNE 18, 2024

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	95.40									
	50	85.29	89.55	94.03	98.73	103.67	106.26	108.92	111.64	114.43	
	49	83.21	87.37	91.74	96.32	101.14	103.67	106.26	108.92	111.64	
	48	81.18	85.24	89.50	93.97	98.67	101.14	103.67	106.26	108.92	
	47	79.20	83.16	87.32	91.68	96.27	98.67	101.14	103.67	106.26	
	46	77.27	81.13	85.19	89.45	93.92	96.27	98.67	101.14	103.67	
	45	75.38	79.15	83.11	87.26	91.63	93.92	96.27	98.67	101.14	
	44	73.54	77.22	81.08	85.14	89.39	91.63	93.92	96.27	98.67	
	43	71.75	75.34	79.10	83.06	87.21	89.39	91.63	93.92	96.27	
	42	70.00	73.50	77.18	81.03	85.09	87.21	89.39	91.63	93.92	
	41	68.29	71.71	75.29	79.06	83.01	85.09	87.21	89.39	91.63	
Office Manager Operations Manager	40	66.63	69.96	73.46	77.13	80.99	83.01	85.09	87.21	89.39	
	39	65.00	68.25	71.66	75.25	79.01	80.99	83.01	85.09	87.21	
	38	63.42	66.59	69.92	73.41	77.08	79.01	80.99	83.01	85.09	
	37	61.87	64.96	68.21	71.62	75.20	77.08	79.01	80.99	83.01	
	36	60.36	63.38	66.55	69.88	73.37	75.20	77.08	79.01	80.99	
	35	58.89	61.83	64.92	68.17	71.58	73.37	75.20	77.08	79.01	
Lead Office Lead Serviceman	34	57.45	60.32	63.34	66.51	69.83	71.58	73.37	75.20	77.08	
	33	56.05	58.85	61.80	64.89	68.13	69.83	71.58	73.37	75.20	
	32	54.68	57.42	60.29	63.30	66.47	68.13	69.83	71.58	73.37	
	31	53.35	56.02	58.82	61.76	64.85	66.47	68.13	69.83	71.58	
	30	52.05	54.65	57.38	60.25	63.27	64.85	66.47	68.13	69.83	
Serviceman Customer Service Representative	29	50.78	53.32	55.98	58.78	61.72	63.27	64.85	66.47	68.13	
	28	49.54	52.02	54.62	57.35	60.22	61.72	63.27	64.85	66.47	
	27	48.33	50.75	53.29	55.95	58.75	60.22	61.72	63.27	64.85	
	26	47.15	49.51	51.99	54.59	57.32	58.75	60.22	61.72	63.27	
	25	46.00	48.30	50.72	53.26	55.92	57.32	58.75	60.22	61.72	
	24	44.88	47.13	49.48	51.96	54.55	55.92	57.32	58.75	60.22	
	23	43.79	45.98	48.28	50.69	53.22	54.55	55.92	57.32	58.75	
	22	42.72	44.85	47.10	49.45	51.93	53.22	54.55	55.92	57.32	
	21	41.68	43.76	45.95	48.25	50.66	51.93	53.22	54.55	55.92	
	20	40.66	42.69	44.83	47.07	49.42	50.66	51.93	53.22	54.55	
	19	39.67	41.65	43.73	45.92	48.22	49.42	50.66	51.93	53.22	
	18	38.70	40.64	42.67	44.80	47.04	48.22	49.42	50.66	51.93	
	17	37.76	39.65	41.63	43.71	45.89	47.04	48.22	49.42	50.66	
	16	36.84	38.68	40.61	42.64	44.77	45.89	47.04	48.22	49.42	
	15	35.94	37.73	39.62	41.60	43.68	44.78	45.89	47.04	48.22	
	14	35.06	36.81	38.66	40.59	42.62	43.68	44.77	45.89	47.04	
	13	34.21	35.92	37.71	39.60	41.58	42.62	43.68	44.78	45.89	
	12	33.37	35.04	36.79	38.63	40.56	41.58	42.62	43.68	44.77	
	11	32.56	34.19	35.90	37.69	39.57	40.56	41.58	42.62	43.68	
	10	31.76	33.35	35.02	36.77	38.61	39.57	40.56	41.58	42.62	
	9	24.21	25.42	26.69	28.03	29.43	30.17	30.92	31.69	32.49	
Part Time/Seasonal	8	23.62	24.80	26.04	27.34	28.71	29.43	30.17	30.92	31.69	
	7	23.05	24.20	25.41	26.68	28.01	28.71	29.43	30.17	30.92	
	6	22.48	23.61	24.79	26.03	27.33	28.01	28.71	29.43	30.17	
	5	21.93	23.03	24.18	25.39	26.66	27.33	28.01	28.71	29.43	
	4	21.40	22.47	23.59	24.77	26.01	26.66	27.33	28.01	28.71	
	3	20.88	21.92	23.02	24.17	25.38	26.01	26.66	27.33	28.01	
	2	20.37	21.39	22.46	23.58	24.76	25.38	26.01	26.66	27.33	
	1	19.87	20.87	21.91	23.00	24.15	24.76	25.38	26.01	26.66	
	0	19.39	20.36	21.37	22.44	23.57	24.15	24.76	25.38	26.01	

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON MAY 21, 2025

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	102.67									
	50	87.42	91.79	96.38	101.20	106.26	108.92	111.64	114.43	117.29	
	49	85.29	89.55	94.03	98.73	103.67	106.26	108.92	111.64	114.43	
	48	83.21	87.37	91.74	96.32	101.14	103.67	106.26	108.92	111.64	
	47	81.18	85.24	89.50	93.97	98.67	101.14	103.67	106.26	108.92	
	46	79.20	83.16	87.32	91.68	96.27	98.67	101.14	103.67	106.26	
	45	77.27	81.13	85.19	89.45	93.92	96.27	98.67	101.14	103.67	
	44	75.38	79.15	83.11	87.26	91.63	93.92	96.27	98.67	101.14	
	43	73.54	77.22	81.08	85.14	89.39	91.63	93.92	96.27	98.67	
	42	71.75	75.34	79.10	83.06	87.21	89.39	91.63	93.92	96.27	
	41	70.00	73.50	77.18	81.03	85.09	87.21	89.39	91.63	93.92	
Office Manager Operations Manager	40	68.29	71.71	75.29	79.06	83.01	85.09	87.21	89.39	91.63	
	39	66.63	69.96	73.46	77.13	80.99	83.01	85.09	87.21	89.39	
	38	65.00	68.25	71.66	75.25	79.01	80.99	83.01	85.09	87.21	
	37	63.42	66.59	69.92	73.41	77.08	79.01	80.99	83.01	85.09	
	36	61.87	64.96	68.21	71.62	75.20	77.08	79.01	80.99	83.01	
	35	60.36	63.38	66.55	69.88	73.37	75.20	77.08	79.01	80.99	
	34	58.89	61.83	64.92	68.17	71.58	73.37	75.20	77.08	79.01	
	33	57.45	60.32	63.34	66.51	69.83	71.58	73.37	75.20	77.08	
	32	56.05	58.85	61.80	64.89	68.13	69.83	71.58	73.37	75.20	
	31	54.68	57.42	60.29	63.30	66.47	68.13	69.83	71.58	73.37	
Lead Office Lead Serviceman	30	53.35	56.02	58.82	61.76	64.85	66.47	68.13	69.83	71.58	
	29	52.05	54.65	57.38	60.25	63.27	64.85	66.47	68.13	69.83	
	28	50.78	53.32	55.98	58.78	61.72	63.27	64.85	66.47	68.13	
	27	49.54	52.02	54.62	57.35	60.22	61.72	63.27	64.85	66.47	
	26	48.33	50.75	53.29	55.95	58.75	60.22	61.72	63.27	64.85	
Serviceman Customer Service Representative	25	47.15	49.51	51.99	54.59	57.32	58.75	60.22	61.72	63.27	
	24	46.00	48.30	50.72	53.25	55.92	57.32	58.75	60.22	61.72	
	23	44.88	47.13	49.48	51.96	54.55	55.92	57.32	58.75	60.22	
	22	43.79	45.98	48.28	50.69	53.22	54.55	55.92	57.32	58.75	
	21	42.72	44.86	47.10	49.45	51.93	53.22	54.55	55.92	57.32	
Part Time/Seasonal	20	41.68	43.76	45.95	48.25	50.66	51.93	53.22	54.55	55.92	
	19	40.66	42.69	44.83	47.07	49.42	50.66	51.93	53.22	54.55	
	18	39.67	41.65	43.73	45.92	48.22	49.42	50.66	51.93	53.22	
	17	38.70	40.64	42.67	44.80	47.04	48.22	49.42	50.66	51.93	
	16	37.76	39.65	41.63	43.71	45.89	47.04	48.22	49.42	50.66	
	15	36.84	38.68	40.61	42.64	44.78	45.89	47.04	48.22	49.42	
	14	35.94	37.74	39.62	41.60	43.68	44.78	45.89	47.04	48.22	
	13	35.06	36.81	38.66	40.59	42.62	43.68	44.78	45.89	47.04	
	12	34.21	35.92	37.71	39.60	41.58	42.62	43.68	44.78	45.89	
	11	33.37	35.04	36.79	38.63	40.56	41.58	42.62	43.68	44.78	
	10	32.56	34.19	35.90	37.69	39.58	40.56	41.58	42.62	43.68	
	9	24.82	26.06	27.36	28.73	30.17	30.92	31.69	32.49	33.30	
	8	24.21	25.42	26.69	28.03	29.43	30.17	30.92	31.69	32.49	
	7	23.62	24.80	26.04	27.34	28.71	29.43	30.17	30.92	31.69	
	6	23.05	24.20	25.41	26.68	28.01	28.71	29.43	30.17	30.92	
	5	22.48	23.61	24.79	26.03	27.33	28.01	28.71	29.43	30.17	
	4	21.93	23.03	24.18	25.39	26.66	27.33	28.01	28.71	29.43	
	3	21.40	22.47	23.59	24.77	26.01	26.66	27.33	28.01	28.71	
	2	20.88	21.92	23.02	24.17	25.38	26.01	26.66	27.33	28.01	
	1	20.37	21.39	22.46	23.58	24.76	25.38	26.01	26.66	27.33	
	0	19.87	20.87	21.91	23.00	24.15	24.76	25.38	26.01	26.66	